



Cornell University  
ILR School

Cornell University ILR School  
**DigitalCommons@ILR**

---

Retail and Education Collective Bargaining  
Agreements - U.S. Department of Labor

Collective Bargaining Agreements

---

10-1-1937

## Kroger Store and Retail Clerks International Protective Association, Local 896 (1937)

Follow this and additional works at: <https://digitalcommons.ilr.cornell.edu/blscontracts2>

Thank you for downloading an article from DigitalCommons@ILR.

**Support this valuable resource today!**

---

This Article is brought to you for free and open access by the Collective Bargaining Agreements at DigitalCommons@ILR. It has been accepted for inclusion in Retail and Education Collective Bargaining Agreements - U.S. Department of Labor by an authorized administrator of DigitalCommons@ILR. For more information, please contact [catherwood-dig@cornell.edu](mailto:catherwood-dig@cornell.edu).

If you have a disability and are having trouble accessing information on this website or need materials in an alternate format, contact [web-accessibility@cornell.edu](mailto:web-accessibility@cornell.edu) for assistance.

---

## Kroger Store and Retail Clerks International Protective Association, Local 896 (1937)

### Location

Harrisburg, IL

### Effective Date

10-1-1937

### Expiration Date

10-1-1938

### Number of Workers

67

### Employer

Kroger Store

### Union

Retail Clerks International Protective Association

### Union Local

896

### NAICS

44

### Sector

Private

### Item ID

6178-009b130f026\_02

### Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

### Comments

This digital collection is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial, educational use, only.

# WORKING AGREEMENT

This agreement, made by and between the RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, by its' agent, LOCAL UNION NO. 896, Harrisburg, Illinois, party of the first part, and

merchant doing business in Harrisburg, and within the jurisdiction of Local No. 896, R. C. I. P. A., party of the second part.

WITNESSETH: That the party of the first part, in consideration of the mutual promises of the parties to this contract, promises and agrees:

1. That it will exercise its influence to advance the interest of the party of the second part as employers of Union Labor, and will enhance the interest of their employers by visiting the various industrial organizations of the city and advising them to patronize said party, and advise the public against purchasing from mail order houses.

2. That it will loan without cost to the party of the second part UNION STORE CARD NO....., providing it is kept in a conspicuous place, and that the party of the second part shall be responsible to the amount of One Dollar (\$1.00) for said card in case it is damaged or lost. This Card is and shall remain the property of the first part, and must be surrendered by the party of the second part upon demand of the party of the first part, through its Secretary or Business Agent.

The party of the second part on consideration of the mutual promises of the parties to this contract agrees:

1. Parties of the second part agree to retain in their employ only members of Local No. 896, or those who have obtained a working permit card from Secretary of Local No. 896, and at such time as they are in need of new help will consult the Secretary of said Local for the first consideration.

2. It is hereby agreed by both parties to this agreement that when a clerk is employed who is not already a member of Local 896, he or she shall secure a working permit card from the Secretary of Local No. 896, R. C. I. P. A., within 48 hours after commencing work and shall become a member of said Local within 30 days after date of employment. Extra clerks who work more than five days a month and less than half time shall obtain a permit card from Local 896 at \$1.00 per month.

3. Parties of the second part agree that their stores shall close as follows: All day on Sundays, Armistice Day, Thanksgiving Day, Christmas Day, New Year's Day, Decoration Day, July 4th, and Labor Day.

4. In case any holiday falls on Sunday it shall be observed the following day—Monday.

5. No money shall be deducted from any clerk's wages for observance of any holiday.

6. That all mercantile stores shall open at 8 A. M. and shall close at 5:30 P. M. the first five days of the week and on Saturday close at 8:00 P. M. Grocery stores shall open at 7 A. M. and shall close at 5:30 P. M. the first five days of the week and on Saturday shall close at 8 P. M. Manager and one boy may start work at 6:30 A. M.

7. All stores may remain open for business until 8 P. M. three nights before Christmas.

8. That all clerks shall have one hour for meals.

9. The minimum wages for male apprentices shall be \$12.00 per week, after six months \$15.00 per week, and after one year \$20.00 per week. The mercantile stores shall work 53 hours per week. Grocery stores shall work 59 hours per week. All hours worked in excess of these hours shall be paid the following scale per hour: The first six months apprentices shall be paid twenty-four cents per hour, after the first six months they shall be paid thirty cents per hour and after one year they shall be paid thirty-eight cents per hour.

All female help shall be paid at the rate of \$12.00 per week for the first six months, after six months they shall be paid \$15.00 per week, and after one year \$18.00 per week, forty-eight hours to constitute a week's work. It is understood and agreed that the above does not alter or change Article 15, that provides that employees will remain, not to exceed thirty minutes after regular closing time, to care for stock and customers who are in store at regular closing time.

It is not the intention of either party to this contract to include any provision therein which is contrary to law, either State or Federal. Peak periods shall comply with Illinois State Law.

10. It is understood and mutually agreed that there shall be no reduction in wages during the life of this contract, and it is further agreed that all clerks that have worked for the company one year or more shall receive one week's vacation with pay.

11. All clerks shall receive their pay on Saturday night, in lawful money of the United States.

12. All differences between any merchant and clerk, or any other not incorporated in this agreement, shall, during the life of this agreement, be referred to a Grievance Committee. Should any grievance arise which would require adjustment of the Grievance committee and the Merchants, the party with whom the grievance exists must meet with the party of the other part not later than 48 hours after notice of such meeting is given. Committee to be two merchants and two clerks, a fifth to be selected by the four members.

13. There shall be no discrimination against any member of the R. C. I. P. A. on account of any action taken in promoting the interest of the union.

14. Proprietors of stores who employ no clerks shall be given the use of the Union Store Card of the R. C. I. P. A., provided they recognize, sign, and live up to this agreement and observe the same closing hours as stores employing union clerks.

15. Clerks shall wait on all customers entering the store before closing time and shall care for stock in such a manner as to prevent it from damage before leaving the store, but in no case shall they work over thirty minutes.

16. Meat markets or grocery stores with meat market in connection shall be considered as a regular retail store.

17. Party of the second part further agrees, provided he is now engaged in the business of selling drugs, commonly called a drug store, that he will not sell, barter nor exchange any articles commonly dealt in by retail mercantile stores, fireworks included, after the closing hours specified in this agreement and will be bound by all other provisions of this agreement, excepting only the sale of drugs and confections.

18. This agreement expires October 1st, 1938. All time worked before regular starting time and in excess of the thirty minute period for stock adjusting after regular closing time shall be paid for at rate of straight time. No employee to be laid off to equalize time for overtime worked, and all increases in wages shall be retroactive to October 1st, 1937.

R. C. I. P. A., Local No. 896, Harrisburg, Illinois.



By Denny McBurnack Pres.

By \_\_\_\_\_  
For Mercantile Merchants.

By George Jack  
For American Federation of Labor

By \_\_\_\_\_  
For Grocery Merchants

See 37-12-79  
W

SECOND REQUEST  
U.S. DEPARTMENT OF LABOR  
BUREAU OF LABOR STATISTICS  
WASHINGTON

Feb. 14, 1938

Mr. H. Mack-McGee, Sec'y  
Retail Clerks Int. Protective Ass'n #896  
313 W. Poplar St.  
Harrisburg, Ill.

Dear Sir:

We have in our files a copy of your agreement with the  
Kroger Store which expired October 1, 1937.

In order to keep our files of union agreements up to date, I should be grateful if you could conveniently send us a copy of your new agreement, if you now have an agreement in force. We shall be glad to type a duplicate and promptly return the original if you have only one copy available. If you so indicate, we shall keep the identity of the agreement confidential, using the material only for general information, in such a way as not to reveal the name of the union.

We shall be very grateful for your assistance. The enclosed envelope for your reply requires no postage. If we can furnish you information at any time, please let me know.

Very truly yours,

*Isador Lubin*

Isador Lubin  
Commissioner of Labor Statistics

Enc.

\_\_\_\_\_  
Name of company or employers' association signing the agreement

\_\_\_\_\_  
(If more than one employer, please list on reverse side)

Number of companies covered by agreement \_\_\_\_\_

Number of union members working under terms of agreement 67

Number of non-members working under terms of agreement \_\_\_\_\_

Branch of trade covered \_\_\_\_\_

Date renewed \_\_\_\_\_ Date of expiration Oct. 1938

Please check here if you wish the agreement returned \_\_\_\_\_

If you cannot send a copy of your new agreement, please note (on the reverse side of this letter) any changes from your previous agreement.